

GOVERNMENT OF TELANGANA
ABSTRACT

Labour, Employment, Training & Factories Department – The Telangana Shops and Establishments Act, 1988 – M/s. Hyderabad Duty Free Retail Limited, Hyderabad – Exemption from certain provisions of the Telangana Shops and Establishments Act, 1988 – Grant of exemption for a period of two (2) years – Orders – Issued.

LABOUR EMPLOYMENT TRAINING & FACTORIES (LABOUR) DEPARTMENT

G.O.Ms.No. 11

Dated: 26-04-2017.
Read the following:-

1. Representation of the Chief Human Resource Officer, M/s. Hyderabad Duty Free Retail Limited, Hyderabad, Dated: 10.01.2017.
2. From the Commissioner of Labour, Telangana, Hyderabad, Lr.No.H2/545/2017, dated: 04.03.2017 & 12.04.2017.

ORDER:

In the reference 1st read above, the Chief Human Resource Officer, M/s. Hyderabad Duty Free Retail Limited, Hyderabad has requested the Government to grant exemption from the provisions of sections 15, 16, 17, 21, 22, 23, 30, 31, 38, 47 & 68 of the Telangana Shops and Establishments Act, 1988.

2. In the reference 2nd read above, the Commissioner of Labour, Telangana, Hyderabad has recommended for grant of exemption to M/s. Hyderabad Duty Free Retail Limited, Hyderabad from the provisions of 15, 16, 17, 21, 22, 23, 30, 31, 38, 47 & 68 of the Telangana Shops and Establishments Act, 1988.

3. After careful examination, the Government hereby decided to grant exemption to M/s. Hyderabad Duty Free Retail Limited, Hyderabad from the provisions of sections 15, 16, 17, 21, 22, 23, 30, 31, 38, 47 & 68 of the Telangana Shops and Establishments Act, 1988 (Act No.20 of 1988), for a period of two (2) years, with effect from the date of the issue of the G.O., subject to certain conditions.

4. Accordingly, the following notification will be published in the Extra-ordinary issue of the Telangana State Gazette:

NOTIFICATION

In exercise of the powers conferred under sub-section (4) of section 73 of the Telangana Shops and Establishments Act, 1988 (Act No.20 of 1988), the Government of Telangana hereby grants exemption to M/s. Hyderabad Duty Free Retail Limited, Hyderabad from the provisions of sections 15, 16, 17, 21, 22, 23, 30, 31, 38, 47 & 68 of the Telangana Shops and Establishments Act, 1988 (Act No.20 of 1988), for a period of two (2) years, with effect from the date of the issue of the G.O., subject to the following conditions namely :-

- (i) Weekly working hours for an employee shall be 48 hours. For the Work done beyond 48 hours, employee is entitled to overtime wages.
- (ii) Every employee shall be given a weekly off.
- (iii) The management is permitted to engage women employees during night shift subject to provision of adequate security during the course of employment and to and fro transport from their respective residences.

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- (iv) Every employee shall be given compensatory holiday in lieu of attending duty by him/her on a notified national / festival holiday with wages under provision to sub section (2) of section 31 of the Telangana Shops and Establishments Act, 1988 if they work on notified holidays.
 - (v) The Organization shall obtain Bio-Data of each driver and conduct pre-employment screening of the antecedents of all drivers employed on their own or through outsourcing. The details of such as driving license, Photographs, address, telephone No. / Mobile No. etc of the drivers shall be available with the respective companies.
 - (vi) Compulsory / statutory every employee shall be provided with identity cards and all other welfare measures to which they are eligible as per the rules in force.
 - (vii) The Schedule and route of the pick up and drop shall be decided by the supervisory Officer of the company on every Monday (If the Monday is the holiday next working day in a week). In case of exigencies change of drivers / routes /shifts shall be allowed only with the prior knowledge of supervisory officers / employees.
 - (viii) The telephone number particularly mobile cell numbers and portal / residential addresses of the women employees shall not be disclosed to unauthorized persons.
 - (ix) Careful selection of routes shall be made in such a way that no women employees shall be picked up first and dropped last.
 - (x) It is desirable that the company shall randomly check the vehicles on various routes and ensure their safety etc.
 - (xi) Company shall have a control room / Travel desk for monitoring vehicle movements and necessary records maintained to this effect.
5. The exemption granted under para-(4) above of this order may be revoked at any time without prior notice or assigning any reason if warranted in public interest and safety.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF TELANGANA)

DR. RAJAT KUMAR,
PRINCIPAL SECRETARY TO GOVERNMENT

To
The Commissioner, Printing, Stationery & Stores Purchases,
Government Printing Press, Chanchalguda, Telangana, Hyderabad.
The Commissioner of Labour, Telangana, Hyderabad.

Copy to:

The Chief Human Resource Officer, M/s. Hyderabad Duty Free Retail Limited,
Hyderabad, Level-H, Rajiv Gandhi International Airport, Shamshabad,
Hyderabad-500 409.

Sf/Sc.

// FORWARDED :: BY ORDER //

SECTION OFFICER